

## 2005-2006 PERFORMANCE PLAN – SENIOR INVESTMENT OFFICER, ALTERNATIVE INVESTMENTS (Shahinian)

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### *Quantitative Performance Measures*

Weight	Factor	Performance Measure	Incentive Schedule	
10%	Total Fund Performance	Excess return in basis points relative to total fund performance benchmark. (SJIC – CPERSTOT)	-40 basis points = 0 0 basis points = 1.0 +20 basis points = 1.5	
55%	AIM Program Performance vs. AIM Benchmark	Total AIM portfolio investment performance vs. Venture Economics young fund median return benchmark for measured time period.  Identifiers:  N/A – performance and benchmark compiled quarterly by Wilshire	Median = 0 Median +150 = 1 Median +250 = 1.5	Above target.  Aggregate Excess returns: +830 basis points
5%	Absolute Return Strategies Program	Return relative to program policy  Identifiers:  SNLCA1 – Total ARS Program  CPERHEDG – Total ARS Program blended index	0 basis points = 0 +50 basis points = 1.0 +100 basis points = 1.5	Above target  Aggregate excess return: +3.24%
70%	Subtotal	Quantitative Measures		

### *Qualitative Performance Measures*

Weight	Factor	Performance Measure	Incentive Schedule	
15%	AIM Priorities	By June 30, 2006, adopt recommendations as a result of the AIM strategic review.	From Schedule	On target for completion.

## 2005-2006 PERFORMANCE PLAN – SIO, ALTERNATIVE INVESTMENTS – Continued

### *Qualitative Performance Measures - continued*

Weight	Factor	Performance Measure	Incentive Schedule	
5%	AIM Priorities	Strengthen partner communication by initiating and hosting 2 focused roundtable networking sessions by June 30, 2006. Obtain an average satisfaction rating of 8 on a scale of 10 from participant evaluations.	From Schedule	On target for completion
5%	Diversity Plan	Implement all elements of the enterprise wide diversity plan that relate to the responsibilities of the investment office by June 30, 2006.	From Schedule	On target for completion
5%	Annual Plan	Gain approval of the AIM Annual Plan by the Investment Committee by June 30, 2006.	From Schedule	On target for completion
30%	Subtotal	Qualitative Measures		
100%	Total	Quantitative and Qualitative Measures		

Supervisor's Approval: Original signed by Mark Anson

Date: November 30, 2005